

TOWN COUNCIL WORKSHOP

JULY 2, 1996

4:30 p.m.

The meeting was called to order at 4:39 p.m.

Present were Mayor Venis, Vice-Mayor Cox and Councilmembers Bush, Kiar and Santini. Also present were Town Administrator Flatley, Town Attorney Webber and Assistant Town Clerk Bergamini recording the meeting.

1. Fraternal Order of Police Contract

John Gronda, the Town's labor counsel, indicated that the purpose of this workshop was to answer questions and he added that the police had recently ratified the contract. He stated that the items that were discussed were: prevailing rights, grievance procedures, probation, sick leave, safety (via a letter), equipment maintenance, education, holidays, special assignment pay, wages, retirement, drug/alcohol free work place, and step adjustment grievance (which had been resolved).

Mayor Venis asked what the financial impact would be over the three year period. Christopher Wallace, Director of Budget and Finance, indicated that the impact was approximately \$1.2 million. Vice-Mayor Cox questioned the 4 1/2% increase over the three year period. Gail Reinfeld, Administrative Services Director, advised that this increase only applied to only the police officers for the last two years of the contract. Mr. Wallace indicated the that impact amount would increase depending on how many individuals were hired and if more were hired, the cost would increase. He added that the \$1.2 million was based on the commitments that had been made.

Vice-Mayor Cox clarified that longevity was being paid on a biweekly basis instead of annually. Mr. Wallace responded that this change was what the union wanted. Mr. Gronda reported that this change was a perception item.

Vice-Mayor Cox asked how the \$1.2 million would effect the millage rate. Mr. Wallace replied that the property tax rates would be not increased and this expense would absorb 70% of what the Town would receive from the increased valuation of the property taxes. He indicated that this increase would leave 30% for items including other employee raises.

Councilmember Kiar questioned if there was a definition on what was considered job related for graduate courses. Ms. Reinfeld responded negatively and indicated that there were no changes to the present plan with the exception that an employee had to reimburse the Town if he/she left within two years of completing the course. Vice-Mayor Cox asked who determined what was job related courses. Ms. Reinfeld responded the Personnel Division and added that the State of Florida had a list of what was considered job related for police officers. Councilmember Kiar questioned if law school was allowable. Ms. Reinfeld indicated that there had been discussion whether this type of program was related but there appeared to be a difference of opinion. Vice-Mayor Cox suggested that a policy be established with Councilmember Kiar indicating that this policy would eliminate a lot of confusion. Ms. Reinfeld stated that the Town had the most liberal education policy and a survey of other cities would be conducted.

Vice-Mayor Cox questioned the deductible language for the Town's insurance

plan. Ms. Reinfeld advised that the language reflected what the employee currently had.

Vice-Mayor Cox questioned the promotional increase of 5%. Ms. Reinfeld explained that this was the Town's current practice. Councilmember Santini stated that she liked the increase in time of service for promotional positions.

Vice-Mayor Cox asked if there was any progress on the consolidation of the pension plans. Mr. Wallace responded that the union had indicated that it would look at this matter in the future. Mr. Flatley added that a letter of understanding had been submitted. Ms. Reinfeld added that the concept had been agreed upon and the union would promote the issue through education. Mr. Gronda indicated that the letter of understanding indicated that the union supported and agreed to the consolidation and if the fire union agreed, the police union would approach the union members.

Councilmember Kiar questioned the Deferred Retirement Option Plan. Mr. Gronda indicated that this issue would be negotiated this fiscal year for a plan to be effective October 1, 1997.

Mayor Venis questioned if the Town would derive insurance benefits with the drug and alcohol free workplace. Ms. Reinfeld indicated that this program would not affect the insurance rates as this program did not comply with the workers' compensation drug free workplace program. She explained that this was for federal grants and briefly explained the requirements for a workers compensation drug free workplace program.

Councilmember Santini questioned if officers would be given the opportunity to wear cooler uniforms. Chief Mackie responded that the purchase of uniforms had been rebid and the officers would be allowed to choose new uniforms of a lighter color/weight in the upcoming budget year. He added that for safety reasons, many of the officers would not wear a lighter color at night.

Council thanked staff and Mr. Gronda for their work on this matter.

There being no objections or further business, the meeting was adjourned at 5:15 p.m.

APPROVED _____

Mayor/Councilmember

Town Clerk